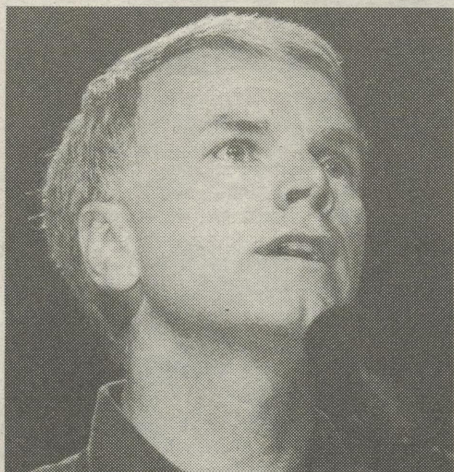


Hoffa Hits Las Vegas Jackpot



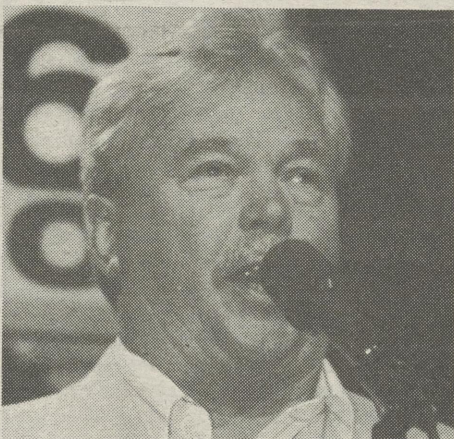
"Polls have been reported to you that our members overwhelmingly support the Blue Ribbon Commission's proposal (for a dues increase without a membership vote)."

John Steger
International
Vice President



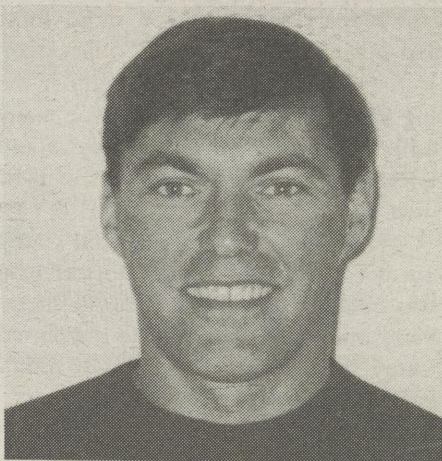
"We believe that the rank and file should have the right to vote on this issue. The rank and file do not like the fact that the union leaders sneak off to Las Vegas after an election is over to raise their dues"

Rich Berg, University of
Chicago Hospital
Local 743, Chicago



"I say to all you detractors out there, I tell them up front. You don't love this union. You want to destroy it. You want to see it go bankrupt."

Tom Keegel
General Secretary-
Treasurer



"If this Convention treats the members like their input does not matter, then the members become disillusioned. And disillusionment leads to apathy. . ."

"I worked full-time on the UPS contract campaign and I can guarantee you that if the members feel involved they'll do the right thing when we need them to fight the employers. But if we shut them out, that is when apathy sets in, and apathy is the employers' best friend."

Tim Buban
Consolidated Freightways
Local 200, Milwaukee

Delegates Clash Over \$129 Million Dues Hike

See pages 6-7.

Letters From Our Members

Lost in the Mail?

I think there may be a problem with UPS contract information being lost in the mail. I haven't heard anything from the IBT about what is going on with negotiations. In 1997 I had new flyers every week from the IBT contract campaign coordinator. This time, nothing. As we get closer to crunch time I hope the union will wake up and realize that if they don't tell the members anything the members may not be there if they're needed to force UPS to bargain fairly.

Raymond Cordes
Local 270, UPS
New Orleans

No More Excuses

As I sat in the guest room at the Special Convention watching the proceedings on a big screen (guests were not allowed in the convention room) I thought about the adage, "Be careful what you wish for because you just might get it."

Hoffa had his sales pitch in full force and he was pulling out all the stops to pass the Blue Ribbon Commission's report to

raise our dues. Speakers talked about how the Teamsters union is back, united from top to bottom, more united than ever before. They talked about the importance of a meaningful strike fund and organizing fund. They promised to negotiate the best contracts ever, organize more workers and enforce contracts better than ever. Well, President Hoffa, you have won. You got your dues increase; you have control of the International, Joint Councils and the locals. You have all the unity, money and resources you asked for. The only thing you don't have are any more excuses.

It is time for you to stop breaking promises and playing the blame game and to take responsibility for your administration's performance. The time has come for you to stand on your own record and negotiate the best UPS and freight contracts ever, organize the unorganized, and stop blaming other people for your failures. In short, it is time to stop making excuses.

Frank W. Halstead
Local 572, Ralphs Grocery Co.
Los Angeles

Philly Teamster Was Last of a Breed

by Ken Paff

TDU National Organizer

John P. Morris, the feisty former Teamster boss of Philadelphia, passed away on April 28 at the age of 76. Morris, who had been expelled from the Teamsters on various charges, was the last of a breed in the Teamsters Union.

Morris rose from being the head of Local 115, which he organized and built in his own image, to head the Philadelphia Joint Council, create the Pennsylvania Conference and become an International Vice President. He was one of the most powerful and certainly most colorful labor leaders in Pennsylvania.

Morris was no reformer, that's for sure. He ran Local 115 and the joint council like an autocrat. He expected complete loyalty from his supporters, and usually got it. Some years ago a TDU member was elected principal officer of a local near Philly, and went to meet Morris. Morris's comment on TDU was "it's like an ant trying to f*** an elephant."

He was wrong about that. TDU grew to become a force for reform, one that even Morris would have to grudgingly respect.

What made Morris unique was he was not only an autocrat, he was a fighter. He believed in organizing, and practiced it. He produced a book entitled *How to Win Strikes* during the Frank Fitzsimmons era of our union, when "strike" was a dirty word. TDU reprinted it for activists.

Local 115 owned busses to transport

Philadelphia Teamsters to picket lines in other areas; they were sold after Hoffa trusted the local. During the five-year Teamster battle against the Detroit Newspapers, he delivered more food and other support than any other labor leader. That support was delivered in the big blue Teamster tractor trailer; many other locals and joint councils would later copy that idea with trucks of their own.

Morris came to support Ron Carey not because Carey was a reformer who was opening up our union to the members, but in spite of it. He supported Carey because he, like Morris, didn't back away from a fight with employers.

Morris didn't build a leadership around him that would carry on that militancy. His most loyal follower and ever-present lieutenant, Jim Smith, now heads Local 115. He hasn't brought an



Check out TDU online!

- Breaking news from around our union
- UPS coverage: bargaining updates, newsletters, contract proposals, and more.
- Downloadable leaflets and educational flyers
- The complete and up-to-date IBT constitution.
- An archive of past articles from *Convoy Dispatch*
- Links to other useful sites for Teamster reform activists
- More!

www.tdu.org

ounce of democracy to Local 115. Unlike Morris, he isn't taking on the employers or leading members to picket lines. Instead, he's kissing Hoffa's butt. At the April 30 IBT Special Convention, just two days after his life-long mentor's death, Smith took the floor to denounce Morris.

Morris was the last of a line, one that included James Hoffa Sr. A lot of Teamsters who voted for James Hoffa thought they were going into a time machine to vote for that old breed: corrupt, dictatorial, but willing to use union power for the members. But, unfortunately, they only got the corruption and dictatorship; no militancy, and lots of golf. A new Teamster militancy can't be built on the top-down model. It has to be built on rank and file power.

TDU International Steering Committee

Co-Chairs:

Dan Campbell, Chicago, Local 705
Joe Fahey, Watsonville, Calif., Local 912
Maria Martinez, Pasco, Wash., Local 556
Michael Savvoir, Kansas City, Mo., Local 41

Organizer:

Ken Paff, Detroit

Trustees:

Erik Jensen, Minneapolis Local 320
Matt Latzo, Baltimore Local 311
Michael Ruscigno, New York Local 802

Members:

Willie Hardy, Memphis Local 667
Homer Lambert, Chicago Local 743
Tom Sheibley, Brockton, Mass., Local 653
Willie Smith, Columbus Local 413
Frank Villa, Los Angeles Local 630
Shelly Worley, Minneapolis Local 2000
Maria Zayas, Puerto Rico Local 901

Alternates:

Brian Chapman, Toronto Local 938
Michael Schaffer, Youngstown, Ohio, Local 377
Mike Brannan, Seattle Local 763

Who We Are

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers—every kind of Teamster, and spouses, too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in September 2001 for one year. Our Rank & File Convention had over 400 representatives present.

We are proud Teamsters standing up for our rights. TDU invites all Teamsters interested in defending our contracts and reforming our union to join us. We do reserve the right to exclude those who are opposed to TDU and its principles.

Rank & File Bill of Rights

I. DEMOCRATIC BY-LAWS. All business agents and stewards should be elected. Vacancies in office should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent until proven guilty, right to remain on the job until final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right, backed up by our union, to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT-HOUR DAY AND FIVE-DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four-day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25-and-out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the differences in age, race and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

Documentary Gives Insight to 'Teamster Power'

by Ken Crowe

American Standoff, Barbara Kopple's documentary about the disastrous strike against Overnite Transportation, is a tragicomedy about the state of "Teamster power" under James P. Hoffa.

For those who care about the Teamsters and the American labor movement, *American Standoff* is a tragedy, with careless union leaders sending 1,500 workers into a banzai (suicide) strike. For corporate managers, especially those running Overnite, the performance of Teamsters Organizing Director John Murphy will be viewed as black comedy. And oh what ammunition Hoffa gives his opponents in this film about his role as a self-serving labor politician.

This film should be watched and studied by Teamsters for a deeper understanding of their union leadership. The crucial scene in this documentary, which will be

under the current president named Hoffa. Cornell University professor Richard Hurd tells viewers that in the good old days, "They could essentially shut down the economy if they wanted to." As the documentary reveals, the Teamsters under Hoffa the son couldn't even shut down one big trucking company.

Another Murphyism, speaking before the strike began: "If we can't organize a company like Overnite then the future of the union is very much in question." And in the 18th month of the catastrophe, Murphy tells strikers, "Overnite was a lot tougher than I suspected."

Murphy provides some insight into his willingness to send 1,500 unprepared, unsupported workers into a banzai strike when he says: "Someone once said that a general of an army has to be prepared to order all the soldiers to die to be an effective general."

One of those soldier/strikers, after more than a year on the picket line, muses: "When we went out, we was guaranteed we would have 100,000 Teamsters to back us. And what have we had? We've had a little money, yeah, but we haven't had shit from the damn Teamsters."

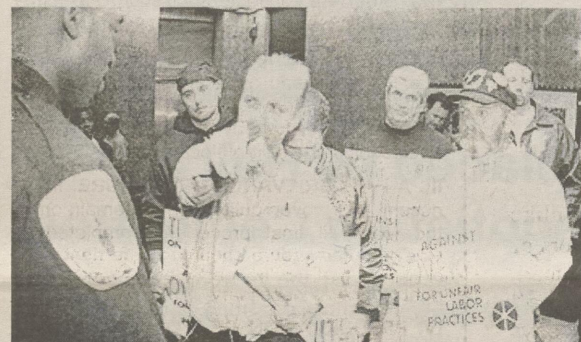
Some bleak comedy is provided when Murphy says that something rambunctious has to be done to bring Overnite to its knees. The upshot: Murphy leads 40 or 50 chanting Team-

sters into the lobby of Overnite's corporate headquarters to demand that CEO Leo Suggs accept a subpoena — a happening obviously modeled on Michael Moore's tactics in *Roger and Me*. A company lawyer takes the piece of paper and Murphy goes away.

American Standoff ends on a happy note for Hoffa; 107 weeks after the strike began, he was reelected IBT president by a two-to-one margin.

Unfortunately for the frontline soldiers in this unending standoff, almost two-thirds of the original strikers went back to work as scabs at Overnite—and certainly many of them will be haunted for years to come by the self-deprecating image of surrendering to the company. The hard core, about 600, most of them working elsewhere now, theoretically are still on strike.

[Ken Crowe is a former labor reporter for *Newsday* and the author of *Collision: How the Rank and File Took Back the Teamsters*.]



Organizing Director John Murphy leads Teamsters into Overnite headquarters in an attempt to serve a subpoena to CEO Leo Suggs.

shown on HBO on June 10, is a teleconference in October, 1999 between Hoffa, Murphy, and Teamsters Freight Director Phil Young. Murphy says: "My own view, Jim, is I don't think Overnite can take more than three weeks of it [a strike] ...

"The first week is sort of a standoff. The second week, they see all their customers abandoning them. The third week, they have to end this just to preserve their company."

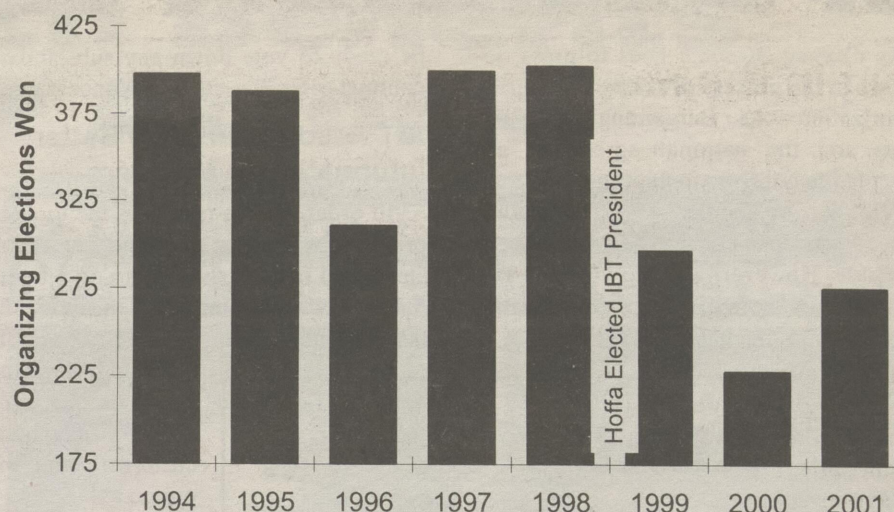
Hoffa, to his credit, recognizes that Overnite isn't just going to roll over. Then, to his discredit, he explains that his motive in being reluctant to strike is the impact a setback would have on his candidacy and his image: "The biggest thing, John, is we have a political schedule here. We got to run in 2001 and have not made a mistake. This could be a major mistake."

Despite his misgivings, Hoffa sent the 1,500 Overnite workers, a minority of the company's 8,000 drivers and dockworkers, onto the picket lines for a showdown.

The Real Jimmy Hoffa

American Standoff resurrects the real Jimmy Hoffa in old newsreels from the 1950s, to depict how powerful the Teamsters once were under his leadership, and illustrates how far the union has fallen

Teamster Organizing Falls 30%



The numbers are alarming. With Hoffa at the helm, our union has suffered a 30 percent drop in successful organizing efforts. In the five years before Hoffa took office, our union organized an average of 380 new shops a year. In Hoffa's three years in office, that number has sunk to an average of 267. (Source: National Labor Relations Board data on Teamster NLRB elections won by year.)

Organizing Down, Plan Needed

After passing the largest dues increase in Teamster history, the Hoffa administration now has \$13 million in new dues revenue every year that is exclusively dedicated to new organizing.

Hopefully these funds — and more — will be put to use as part of a coordinated plan to reverse our union's sinking organizing numbers. The latest figures from the National Labor Relations Board show that organizing victories have plummeted under the Hoffa administration. Overall, the Teamsters have averaged just 267 organizing wins a year under Hoffa compared to 380 in the five years before he took office — a 30 percent drop.

There are several steps the International could take to reverse the trend and strengthen Teamster organizing:

Target nonunion competitors: Our union should target FedEx. We should target national and regional freight carriers. We should target the nonunion divisions of major Teamster companies like Airborne, Frito-Lay, food processors, sanitation, construction and grocery corporations. These drives would strengthen our bargaining power for the future.

Increase funding for organizing: The AFL-CIO encourages member unions to dedicate 30 percent of their budget to new organizing. Most locals are not even at 10 percent. And the new dues hike plan only calls for 10 percent of the International budget to go to organizing. A lot of the \$130 million raised by the dues hike (only \$20 million of that goes to the strike fund) should be used for organizing.

Coordinate with Teamster locals: The International should reward locals that organize by providing matching funds to locals that are organizing the nonunion competition.

Worker-to-Worker organizing: The successful Teamster organizing of the pre-Hoffa years was spearheaded by rank-and-file organizers. They were paid to

come off the job and work on specific campaigns where their personal experience as Teamsters made them the best spokespeople for the union. Rank-and-file project organizers organized 45 percent of Overnite terminals before Hoffa took office, fired the organizers, and launched the now-languishing Overnite strike.

The International appears to be taking some steps in the right direction. Organizing Director John Murphy recently sent out a survey to all Teamster locals asking for information on private sanitation companies they represent.

Murphy indicated the survey was the first step in a coordinated effort to strengthen members' bargaining strength by organizing the nonunion competition in this industry.

Following the Special Convention, the Warehouse Division discussed a long-term plan to organize Wal-Mart through a joint program between locals and the International. As a first step, the committee agreed to work together to support Southern California locals in organizing a new three million square-foot Wal-Mart warehouse in Ontario, Calif.

Strangely, although the International just raised dues by 25 percent, the first step in the Wal-Mart campaign was to ask locals to contribute one dollar for each grocery warehouse member in their local.

The notice from the Wal-Mart committee did not mention if the International would be chipping in any money from the new organizing fund to support the Ontario Wal-Mart drive.

Will the Wal-Mart and private sanitation campaigns produce results? Does the International have a plan to launch coordinated national organizing drives in other Teamster jurisdictions?

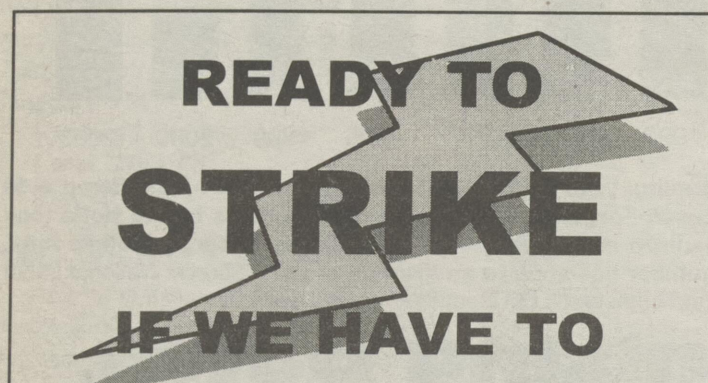
All Teamsters have a stake in our union's ability to reverse the decline in organizing that has been a hallmark of the Hoffa era.

American Standoff
will air June 10
at 8 p.m. (7 p.m. Central)
on HBO

UPS Contract Fight Heats Up

As *Convoy-Dispatch* goes to press, locals are in the process of taking UPS strike authorization votes. Bargaining on supplements and the national agreement are scheduled to continue in Chicago.

Will there be a strike? The strike authorization vote does not mean that a strike is inevitable. However, a strike vote is more than merely a "normal part of the negotiating process" as management claims.



The early strike vote signals that, despite the company's positive comments about our union leadership and their desire to settle the contract early, there remains an iron fist in UPS's velvet glove. UPS Teamsters should expect a dogfight and get prepared to strike to win a fair deal. We have to show a united, determined force to management, which is testing us. We must also

UPS Mechanics' Bargaining Stuck; Union Blames Members

Bargaining on the UPS airline mechanics' contract broke off on April 24, with no new negotiating sessions scheduled. However, instead of taking the offensive against the company for refusing to bargain seriously, union leaders are blaming members for the lack of progress. And instead of building solidarity between UPS airline mechanics and UPS Teamsters in general, the International union is trying to sweep this important contract battle under the rug.

In March the mechanics, members of IBT Local 2727, rejected by 83 percent a substandard contract offer that failed to deal with important issues such as employee contributions for health care and a two-tier wage system. Ninety-five percent of the 1,180 mechanics, utility workers, flight simulator technicians and maintenance controllers returned their mail ballots in voting down the proposal. The International had endorsed the tentative agreement in January when it was first announced.

Following the rejection of the contract proposal, union leadership sent a new contract survey to members. Over 600 of these surveys were returned. Several issues stand out in the survey results as similar to those that are likely to arise in national UPS negotiations. They include:

- **Two-tier wages:** Mechanics are fighting for the elimination of a two-tier wage system that pays "junior" me-

be ready to vote down any substandard contract offer that includes concessions.

IBT Needs to Provide Better Information to Members

In order to give members the tools to prepare for a strike, rank and file Teamsters need to push the IBT to do a better job of providing information about the status of negotiations to UPS Teamsters and of defining make or break issues for members, customers and the public at large.

For example, in calling for the strike vote, the IBT announced that UPS is dragging its feet at the bargaining table and that talks at the national level have failed to

proceed beyond supplemental issues. Unfortunately, this is the first time in three and a half months of negotiations that members received any report about the poor state of negotiations.

The International needs to speak more clearly to members and the public about the status of make or break issues in negotiations. George Saavedra, a shop

chanics much less than other union members.

- **Employee contributions to health care:** Mechanics are fighting efforts by UPS to force them to make weekly contributions to their health plan
- **Stronger pensions:** Mechanics want to win better retirement benefits for part-time employees.
- **Retiree health care:** Mechanics want supplemental prescription health coverage for retirees.

In late April, union leadership took these and other demands to the table and were rebuffed. Local 2727 then put out a contract hotline update that sounds like it was written by management. It tells how the members' proposals were rejected by UPS and suggests that negotiations will only continue when a "more reasonable" proposal is brought to the table. The message contains no outrage over UPS's stand nor any discussion of an action plan to organize an effective union response.

There was no response to the breakdown in negotiations from the International either. It is incredible that the International has failed to publicize this fight and build connections between UPS airline mechanics and other UPS Teamsters.

UPS airline mechanics face the same tyrannical management at work as all UPS Teamsters. Our union should be working hard to build solidarity and to prepare for one big contract showdown later this year.

steward from Local 490 in Vallejo, Calif., comments that, "In 1997, we won the strike because we built membership solidarity and public support around UPS's refusal to create full-time jobs. How can we prepare to fight UPS when the negotiating committee doesn't tell us what's happening?"

The Make or Break Issues

It is not enough for the IBT to say that we are fighting for a "good" or "strong" contract. As bargaining continues in the coming weeks, we need regular reports on such issues as:

- Significantly closing the wage gap between part-time and full-time employees.
- Maintaining strong health and welfare benefits and improving our pensions.
- Creating significantly more new full-time jobs by combining part-time positions than the last contract did.
- Providing real solutions to issues such as over-supervision and excessive overtime.

We must hold union officials accountable to fight for the things we defined as important in pre-contract surveys and

meetings.

Supplement Concession Serves as Warning Sign

There is no better example as to why we need to hold union officials accountable than the Upstate New York supplement, where negotiators reached a tentative agreement on a significant concession that undercuts the security of full-time jobs.

The agreement would allow year-round part-time helpers on 10 percent of all routes at only half of top rate. This would allow UPS to deliver to large office complexes and shopping malls using part-time employees at \$12 per hour. In turn, this concession could open the door to part-timers handling ground pick-up and delivery work.

Fortunately, all supplemental agreements are reviewed by the National Negotiating Committee before being formally settled. After five years of record profits at UPS, there is no reason our union should agree to any concessions in any supplements. The National Negotiating Committee should veto the Upstate New York agreement and send a message that our union will not take one step backwards.

Lichtenwald Replaced by Hall as Head of UPS Negotiating Committee

On May 6, the Teamsters announced that Bill Lichtenwald had resigned as co-chair of the UPS National Negotiating Committee and as head of the Parcel and Small Package Division. Lichtenwald will be replaced by Ken Hall, who served in the same positions in the previous administration.

Real decision-making power on the UPS negotiating committee will continue to rest with Teamsters President James P. Hoffa and the key players in his administration.

Hoffa is chair of the bargaining committee and has made clear that he takes personal responsibility for the contract. In addition, IBT spokesman Brett Caldwell recently told the *Louisville Courier-Journal* that despite Hall's experience in 1997, his role is to represent the views of the Teamster president.

The Teamsters are sharing little infor-

mation about the reason for the sudden switch on the bargaining team. The International union is claiming that Lichtenwald is stepping down to concentrate on his responsibilities at Toledo Local 20, where he was "recently elected." This explanation makes little sense. Lichtenwald is a 23-year union official, who became president almost 18 months ago.

Use the Lessons of 1997

Ken Hall has experience from our 1997 struggle and victory. Hoffa should put that experience to use. Even more important, it is not too late to use the methods that won in 1997.

The first step would be to start a campaign to involve UPS members in the process. Give members the real story on the union's goals and what the company is coming at us with. Then we can prepare ourselves for the battle ahead.

Member Details Life with UPS

In *The Big Brown Lie*, former UPS steward James R. Earls chronicles his 13-year struggle with UPS management in Huntsville, Ala., Local 402.

Earls published his own 371-page book. He details the tricks used by UPS to meet production goals by establishing unrealistic standards, and managements' willingness to stoop to virtually anything to accomplish its mission.

Earls also reveals the weakness of his local union leadership, who in collusion with UPS and the Hoffa administration replaced elected stewards, sold out orga-

nizing drives, and wrongfully ruled members ineligible to run for local union office.

This is a good read, especially for anyone who has ever done battle with UPS. It is also instructive on the many creative tactics and legal strategies employed by Earls and his friends in fighting for dignity and justice at UPS.

For information on ordering, discounts or bulk purchases, contact Earls at RLM Publishing Co., P.O. Box 265, Hazel Green, Ala. 35750-0265 or visit www.thebigbrownlie.com.

Central States, New England Cut Benefits

Teamster Health Benefits, Pensions Under Attack

In May some 400,000 Teamsters and retirees covered by Central States pension or health and welfare received an insulting newsletter announcing benefit cuts and attacks on Teamsters and retirees.

The cuts are big. The attack is serious. And the answer for Teamsters has to be decisive.

Retirees are told their monthly payment for medical coverage will go from \$50 up to \$150 or \$200, effectively cutting the pension benefits that they live on. Retirees are also told there will be no 13th check this year. And we are told that the reemployment rules are being tightened up even more.

Even worse, the pension fund — 50 percent of the trustees are appointed by our union officials — failed to even mention the union solution to the problem.

The solution is the upcoming round of contracts, beginning with UPS, freight and carhaul. The solution is that our negotiators bargain hard and bargain smart, allocating enough money to health and welfare to cover inflation, and enough money to pensions to provide for significant improvements.

UPS Goes for Pension Grab in Central Pa.

In a scenario reminiscent of the 1997 national UPS negotiations, company negotiators for the Central Pennsylvania UPS supplement have slapped a pile of concession demands on the table, including pulling UPS Teamsters out of the Teamster pension plan. This demand would devastate the already-ailing Central Pennsylvania plan and leave area Teamsters at the mercy of a company-controlled pension.

The bait on the hook being offered by UPS is that the company plan would offer \$3,100 at 25-at-57, something that the

New England: Softening Up Members

New England Teamsters have just been hit with cuts in their health coverage, co-pays, and threats of more. Certain Teamster officials are telling New England UPSers that they should not expect much in the contract because some money would have to go to just restore the benefits lost. Is this softening us up for the company, or what?

UPS Teamsters have been promised over and over by President James Hoffa "the best UPS contract ever." Could the best contract ever fail to significantly improve our pensions, which have not been increased in five years? Could the best contract ever fail to protect and improve our health coverage? Could the best contract ever punish our Teamster retirees who built our union?

The answer is up to Teamsters. Not just leaders, but members, too. It is up to Teamsters to get involved, study the issues, and be ready to vote down any contract that fails to protect our future. Contact TDU to get more information on how to make it happen.

Teamster plan currently does not offer. Of course, once Teamsters are in the company plan, they will be vulnerable to the company's control.

Unfortunately, given the ailing state of the Central Pennsylvania pension plan, the company offer is likely to appeal to some area UPS Teamsters. In order to avoid just this sort of situation, rank and file Teamsters from the eight locals that participate in the Central Pennsylvania plan have been organizing for months to improve the pension benefits. (See box this page for meeting information.)

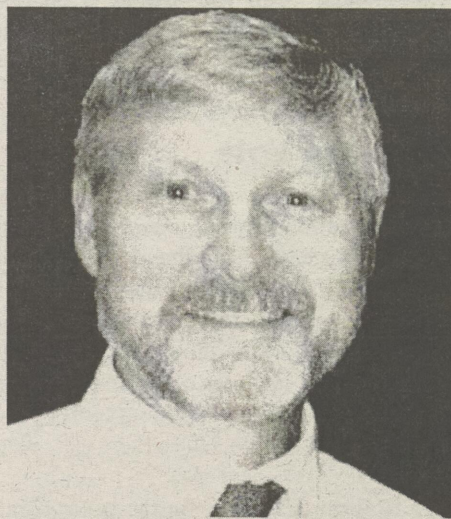
More Concessions Wanted

Also in Central Pennsylvania, UPS management is still insisting on 10 further takeaways as of early May. One of these would eliminate the guaranteed number of full-time jobs in each area, a victory that was won during the 1976 UPS strike in the East. For example, the Harrisburg hub has 90 top-rate full-time inside jobs, in addition to the new combo jobs. Management wants these to vanish through attrition.

Another concession still on the table was the elimination of hunting season vacations, a benefit that members in Pennsylvania have long enjoyed.

Union negotiators will be traveling to the national negotiating sessions in Chicago during the week of May 13 to talk over UPS's concessionary demands with officials from the IBT.

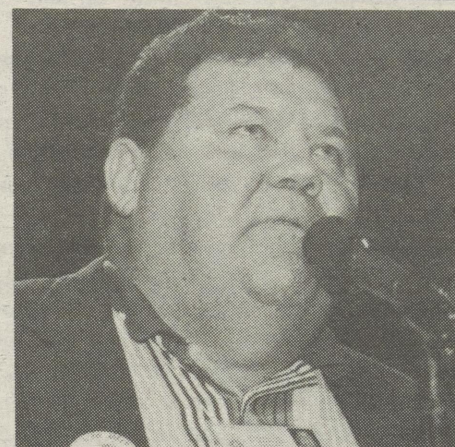
Two Teamsters: What's the Difference?



Wayne Sharp retired one year ago from UPS in Louisville Local 89.

This month Wayne has to reduce his pension by \$150 per month to keep health coverage for him and his wife.

He's concerned that the fund may take more of his pension in the future to maintain medical coverage, unless Teamsters fight back now.



Phil Young is an International vice president and a trustee of the Central States Pension Plan. He may soon retire.

Phil will not have any reduction in his officers-only medical plan, which provides free medical coverage for life.

If Phil decides to supplement his multiple pensions with some work, that will not be a problem. The officials-only Family Protection and Retirement Plan has no employment restrictions. Phil could even go to work for management.

"I am at a loss for words to express how betrayed I feel by the leadership of this great union. We retired on a fixed income, and now take a sizeable decrease. The people that we trusted with the money that we worked hard for have let us down."

"Is this just another indication that there are a few too many people at the top of this union making too much in salaries, at the expense of members?"

"If the fund needs more money, then that should be addressed in upcoming negotiations in UPS, freight, carhaul and others, and not at the expense of the existing retirees."

Wayne Sharp

Central States Attacks Retirees

In May, the Central States pension and health and welfare plans announced new policies, all of them attacks on Teamsters.

- Retirees will have to pay \$150 (if retired under age 57) or \$200 (if over 57) for retiree and spouse medical coverage, up from \$50. And the fund says they may raise it more.
- Elimination of the 13th check for 2002. This hurts retirees with the lowest benefits. Shame on us if we allow those who built the union to take the hits.
- Tightening up of reemployment rules, making it harder for retirees to supplement their pension income.

Incredibly, none of these cuts will affect top Teamster officials. Teamster president Hoffa, members of the General Executive Board, International reps, and other Hoffa appointees have free health coverage for life, and no reemployment

rule whatsoever. They can even go to work for management, after bagging a big sum from the Retirement and Family Protection Plan which covers them but no working Teamsters.

Central Pa. Teamsters Pension Reform Committee

Harrisburg Meeting

Sunday, June 2

1 p.m. - 4 p.m.

Radisson Penn Harris Hotel & Convention Center

For directions call 717-763-7117 or visit:

www.saveourpension.org

Hoffa Promises 'Best Contract Ever'

Teamster President James Hoffa has repeatedly promised that this year's UPS contract will be the "best contract ever."

If so, it will have to include significant pension improvements. If it does not, Teamsters would suffer up to a 10-year freeze on any pension improvements, because the last improvements were five years ago.

If Hoffa's negotiating team does not come up with a pension benefit that matches what the company is offering in Central Pennsylvania — \$3,100 at 25-at-57 — it will be awfully hard to talk about the "best contract ever."

Hoffa Rams Through Dues Hike at Special Convention

The recent half-day Special Convention showed clearly where the leaders in our union stand and what they stand for.

Reform delegates stood up for the right of members to vote, for accountability from delegates and the leaders of our International union, and for cutting fat and the waste of members' dues money.

But most of the convention, overwhelmingly made up of officials loyal to General President Hoffa, passed the largest dues increase in the history of our union and refused to give members any say in the matter.

The 25 percent dues hike was supported even by some Hoffa delegates who had openly pledged to their members in union meetings to oppose the dues increase and support members' right to vote.

On the convention floor, where it really counted, it was TDU and the reform movement who stood up for the rights of working Teamsters.

Closed Convention Keeps Members in the Dark

In the run-up to the Special Convention, Teamsters throughout the union worked hard to hold their elected delegates accountable. They made motions at union meetings, confronted local officials when they visited the shops, and signed over 40,000 petitions calling for the right to vote on any dues increase.

But the Hoffa administration made last-minute changes to the convention rules to keep members from knowing how their delegates voted.

The eleventh-hour rule changes banned members and the media from attending the convention proceedings. They banned delegates from carrying cameras. And they forbade a roll-call vote that would have created a public record of how each delegate voted.

The only way that members or the media could view the convention was through a closed-circuit TV broadcast that only

showed what the Hoffa administration wanted viewers to see.

Frank Villa, a member of Los Angeles Local 630, traveled to Las Vegas to see how his delegates voted. "It's outrageous that Teamsters were shut out," Villa said, "Can you imagine Congress taking a secret vote on a 25 percent tax increase?"

Hoffa Defeats Membership Right to Vote

Inside the convention hall, Hoffa supporters argued that a membership vote was not needed on the dues increase proposal. They claimed that convention delegates were representative of the members — even though not a single delegate ran in favor of a dues hike and even though many, including Hoffa himself, ran on a "No Dues Increase" platform.

Reform delegates, on the other hand, proposed an amendment that the dues increase be voted on by members in a mail-ballot referendum. With stacks of petitions in their hands, reform delegates spoke forcefully in support of members' having a say in how their union is run.

Tim Buban, a CF worker and an elected delegate from Milwaukee Local 200, said, "If this convention treats the members like their input does not matter, then the members become disillusioned. And disillusionment leads to apathy.

And apathy is the employer's best friend."

The Hoffa delegates booed and interrupted every speaker who supported the right to vote. Then they defeated the motion.

Reformers Stand Up for Accountability

Reform delegates then proposed a division of the house on the membership right to vote, so that every delegate would have to make their position

known. Approximately 100 reform delegates stood up for the division of the house and the right to vote, while the vast majority of delegates stayed in their chairs.

This vote made it clear that the accountability of a public vote was the last thing that most Teamster officials wanted. Instead, they wanted to vote anonymously — so that they could support the dues increase in front of Hoffa and then go home and claim to members that they had opposed the dues hike.

Soon came the final up or down vote on the Hoffa dues proposal. In an anonymous voice vote, the majority of delegates endorsed the dues hike.

Reform delegates once again called for a division of the house. But Secretary-Treasurer Tom Keegel illegally blocked the motion by hammering down the gavel; thus closing the convention in time for lunch and ending an embarrassing chapter in our union's history.

Officers Who Sat on Their Hands Are to Blame

When the dues hike hits members' paychecks in the beginning of July, many local officers who are Hoffa supporters will claim the International is to blame.

But the record shows that these same officers sat on their hands when they had a chance to do something about it.

Some of these local officers do not like what they see from the Hoffa administration. But only TDU and the reform movement are willing to stand up and fight for a stronger union while demanding that Hoffa respect the rights of working Teamsters.

TDU is the only force that fights to hold our union leadership accountable to the members. TDU is the only source of information in a union where top officials are committed to keeping members in the dark.

For members who want a democratic union that builds Teamster power by involving the members, the events that took place at the Special Convention show that there is only one course of action. Join and build TDU.



Reform Delegate Speaks on Multiple Salaries

"A vote to raise dues is a vote to allow the International to spend even more money on pork. Instead of raising the dues for hard working Teamster members we should vote to cut the fat for high paid Teamster officials."

There are 48 officials on the Blue Ribbon Commission who receive over \$100,000 in annual salary. With a significant number receiving over \$200,000 a year.

If these 48 officials would limit themselves to just a \$100,000 in salary our union could save almost \$4 million a year. That is more than the international spent on strike benefits last year.

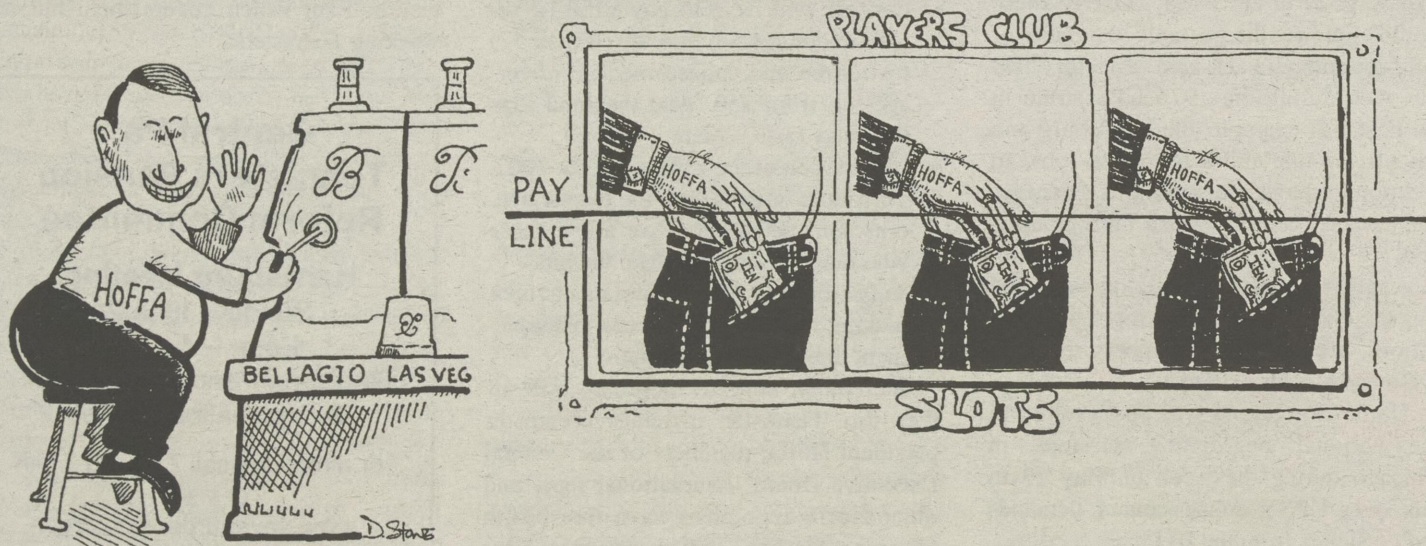
If we come up with other cost saving measures like eliminating multiple salaries paid, we can save millions more.

Teamster members understand the difference between shared sacrifice for the good of our union and being fleeced by their leaders.

It is time that our officials lead by example by exhibiting some belt tightening of their own. I don't want anyone to doubt that I love this union, We're a strong union. I am asking you to do the right thing and vote no.

Ashley McNeely
Local 2000 delegate
Honolulu

Hoffa Hits the Jackpot in Las Vegas



What Will Your Local Union Do With the Dues Increase Money?

When your dues go up in July, the Teamsters Union will get a huge hike in money flow. The biggest dues hike in history will mean a \$130 million a year increase.

The International Union will almost double its income. About \$20 million of it will go to the strike fund, and provide improved benefits. About \$13 million will go to an organizing fund, and we don't know what will happen with that. But — you can do the math — that leaves about \$100 million to go who-knows-where.

Much of that money is going to the International, but a lot of it — \$65 million

a year — will go to local unions.

How Much Will Your Local Get?

Here are the facts. A small number of locals will not get a big increase in funds. Locals that consist entirely or mostly of public workers, flight attendants, or Teamsters who make less than \$11 per hour will get little or nothing more.

But 90 percent of local unions will get a big influx of money, approximately \$4 per member per month. That's \$48 per member per year, or \$48,000 a year per 1,000 members. So a local of 5,000 members will get about \$240,000 a year

in new money. A 2,000 member local will get about \$100,000 a year in new money.

Where Will it Go?

Will the money go to organizing new members, or organizing new golf tournaments? Launching strategic campaigns to win better contracts, or launching a new fleet of Lincolns at the union hall?

You can have some say in how that money is used.

Here are some examples of how we can put money to work building a stronger local union.

Start a serious organizing program.

With \$75,000 to \$100,000 a year a local can hire a top quality organizer and provide for salary, benefits, and the expenses involved in organizing. Part of an organizing program should be allocation of funds to train a rank and file organizing team, who can be pulled off the job as needed in organizing drives and contract campaigns.

Kick off a campaign for a good contract. This might involve freight, UPS, grocery, or whatever major contracts are upcoming in a particular local union. Training rank and file activists to build unity, awareness of issues, and membership involvement are the keys to rank and file power. This program was a big part of the UPS contract victory in 1997, when the Carey administration put 20 rank and file Teamsters full time on the contract campaign. This kind of program can also be used to launch a contract enforcement campaign. Stewards and activists can be trained to build power in the shop, coordinate grievance

campaigns, send delegations of members to grievance panels, and more.

Launch a membership education and involvement program. One small example: providing 150 stewards and concerned members with the book *Legal Rights of Union Stewards* costs only about \$1,200. Members should be sent to AFL-CIO training sessions, TDU conventions, and other educational programs. A membership education fund of \$10,000 a year, with services open to all members, can start to build a membership-powered local.

Lower Dues?

Some local unions already have 2.5 hours dues, and in July will go up to 3 hours. In some of those locals, members are planning to make a bylaws proposal to lower the dues to 2.5 hours.

Local unions are just starting to consider what to do with this big windfall of money that most will get. Some small locals may need it just to make ends meet. But many can launch new programs for the future. Members should be involved in this discussion. Ask your local officers what their plan is, make suggestions, or make a motion for a membership committee to propose recommendations. Get involved. It's your money, your union, and your future.

Not a Nickel Wasted?

Reform delegates to the Special Convention cited the fact that the International could save millions by cutting excessive salaries and lavish meetings.

While not quite on the scale of the Western Region's recent meeting in Hawaii, complete with luau and hula lessons, take the example of the Teamsters National Bakery and Laundry Conference scheduled for July 13-19 in Milwaukee.

The registration form lists the following schedule of events.

Sunday at 2 p.m. is The Great Circus Parade.

Monday features a Spanferkel Dinner at Summerfest Park on Lake Michigan.

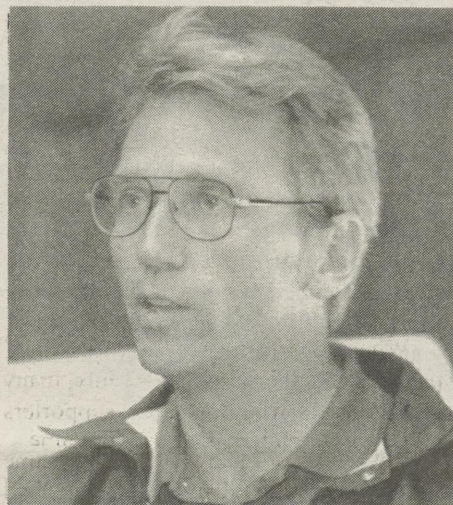
Tuesday is a busy day with a Guest Tour and Lunch (sponsored by Local 695) from 9 a.m. to 3 p.m. and a full day of golfing from 11 a.m. to 5 p.m. sponsored by Dr. Janis Di Monaco and Health Management Center. (Health Management Center also sponsored the Hawaiian luau for the Western Region meeting.) A cocktail party runs from 6:30 to 8:30 p.m.

Wednesday's schedule includes a tour of the Miller Brewery at 1:15 p.m. and a dinner dance from 6 p.m. to midnight, with a tour of the Harley-Davidson plant planned for Thursday.

We trust that the delegates will find a few minutes to address Teamster issues.

Reform Delegate Speaks on Union Power

General President Hoffa I wanted to address the issue of the connection between financial power and union power. You said in your remarks that the union was more powerful in 1982 than 2002. Yes it is true that we had more money in the bank account in 1982. But that was also the year we had the most disgraceful contract at United Parcel Service in history, when wages were lowered by half for part-timers. That financial power is not union power. Union power is leadership. Union power is membership unity. We don't get that by forcing members to pay more dues. We get that by organizing and unifying members.



Joe Fahey, President, Local 912 delegate, Watsonville, Calif.

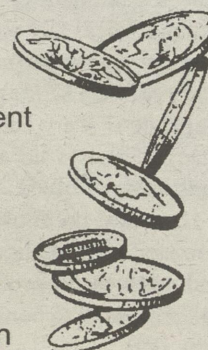
'Not a nickel of members' dues money has been wasted in the past three years.'

Teamster President James Hoffa
Special Convention, April 30, 2002

Hoffa made this claim with a straight face. Following are just a few examples of nickels that have been wasted.

- 1,720,000** Nickels that Hoffa raised his salary, per year. (\$86,000)
- 60,000,000** Nickels that Hoffa has paid to Ed Stier's corporate law firm for the nonexistent RISE program. (estimated figure; Hoffa refuses to release exact amount)
- 15,051** Nickels spent for one night at the Drake Hotel in Chicago for James Hoffa. (\$752.59)
- 14,000** Nickels spent for one dinner at Shintaro in Las Vegas for Dane Passo (\$700)
- 643,940** Nickels paid to Tom Keegel in perks such as housing and employee FICA in addition to salary of \$214,841, expenses and allowances. (\$32,197)

All figures taken from LM-2 financial forms filed with the Department of Labor and IBT expense reports.



Carhaul Employer Group Calls for Reopening of Contract

On March 7 the group representing carhaul employers, the National Automobile Transporters Labor Division (NATLD), asked the Teamsters Union to reopen the entire carhaul agreement. This move comes on the heels of Allied, the largest carhaul carrier, demanding wage and benefit fund concessions back in January.

In his demand, NATLD Chairman Ian Hunter took a novel approach, citing Article 17 which states that the contract may be reopened "in the event of war." Like many other employers, Hunter is trying to use the events of Sept. 11 to wring concessions out of unions.

The IBT has largely kept members in the dark about the concession fever now raging in carhaul management. This approach, combined with the failure to

mount a national campaign and organizing drive, has made a bad situation even worse.

On March 20 IBT carhaul director Doc Condor rejected NATLD's demand that the contract be reopened. As recently as April 12 he again told Allied that no concessions would be allowed. (Allied has dropped out of the employer association.) And even if the IBT were to cave in, the final word will rest with carhaul Teamsters who will have the right to vote on any changes to their contract.

These developments make it all the more critical that carhaul and freight members start organizing now for the 2003 contracts. Management's agenda is clear. A rank and file driven strategy is the answer. Contact TDU to find out what you can do.

Teamster Coalition with UAW and Machinists Beats Nonunion Move in N.J.

The IBT reports that General Motors has dropped plans to shift carhaul work out of the Linden, N.J., plant to a non-union carrier. GM had announced that Auto Warehousing Co. would take over the work from Leaseway. Local 469 forged an alliance with UAW Local 596, the Machinists and community groups to fight back.

Nonunion carriers hauling out of UAW plants have used other unions to undercut Teamster wages. This has happened at Mt. Holly, N.C. and Garland, Texas, with the machinists.

Coalitions of this type, particularly with the UAW and the Canadian Auto Workers are exactly what will help stop the nonunion juggernaut in carhaul.

IRB Report Hits Mack, Aloise for Funny Loans

If your local union loaned \$132,000 of the members' money to a church using a weird "balloon payment" arrangement, and then the church failed to pay the money back when it was due, what would you do?

If you were International Rep and Oakland Local 853 Secretary-Treasurer Rome Aloise, you would first extend the loan for another year, then you would advise the church to call your brother-in-law to get another \$100,000 loan! And your brother-in-law would be Steve Mack, International Rep and secretary-treasurer of Oakland Local 78.

The Independent Review Board (IRB) in March delivered a report on this loan caper to Hoffa's legal department. The IRB noted that both Aloise and Mack also violated their local bylaws by failing to get proper membership approval.

We will all wait to see what action the Hoffa administration, with its RISE ethics program, takes on this matter.

Pa. Official Charged with Employer Collusion, Sham Contract

Kevin Cicak, the president of York, Pa., Local 430, has been charged by the IRB with colluding with an employer to give fake union cards to construction

drivers.

This scheme allowed the employer, Shumaker Trucking, to dispatch drivers to New York City area construction sites, where a union card is required to get on the site. But the drivers got no benefits, a sham contract and didn't even pay their own union dues: the employer did.

Cicak denies that there is anything wrong in the scheme.

Detroit Official Charged with Trying to Bribe Rival Candidate

Detroit Local 299 Vice President Charles Henry was charged by the IRB back in December with attempting to bribe a candidate on a rival slate in the previous Local 299 election to drop out of the race. According to the IRB's charge, Henry offered \$2,000 to a candidate on a rival slate if she would withdraw her candidacy. There is no allegation that union funds were involved.

There are no doubt many cases where Teamster officials have offered money to candidates to drop out. Interested Teamsters may want to consider reporting those to the IRB.

Copies of these IRB reports are available from TDU. Free to TDU members, others please include donation.

Save the Date!

TDU Convention November 1-3 Cleveland, Ohio



What You Won't Find at the TDU Convention:

- Golf Outings
- Excuses or broken promises

What You Will Find at the TDU Convention:

- Working meetings that deal with the challenges facing our union.
- A chance to meet with the best leaders in our union.
- Workshops run by experienced Teamsters, attorneys and educators.

Plan Now to Be There! Contact TDU for Info.

Hoffa Fumbles At A-B Again

The last time Hoffa negotiated a contract at Anheuser-Busch the *Teamster* magazine portrayed it as a victory. "While the new agreement does not win everything the members wanted, it achieves real gains ensuring job security, family stability and guaranteed contract protections," it said.

Now, in a letter to all A-B members, Hoffa bemoans the agreement as an "imposed" contract and again blames his predecessor (Ron Carey) for his failure.

But why, wonder rank and file members of Baldwinsville, N.Y., Local 1149,

after three years have they never received or even seen a copy of their contract in writing? Can that be Carey's fault too?

Worse, still, Hoffa promises "to develop a strong strategy that will guide us into the next contract talks in 2005." The problem is that the current contract expires on Feb. 29, 2004! Perhaps Hoffa should spend a little less time finger-pointing to excuse his failures and more time doing serious planning with some attention to detail. A-B workers have been beaten up enough. They deserve better from their union.

Freightlines

National Master Freight Agreement Less Than Year Away.

While most attention is focused on the UPS contract, it's time for freight Teamsters to lay the groundwork for the NMFA fight next year. We should be talking about the issues and surveying members about their concerns. While wages and benefits will be key aspects of bargaining, we need to make improvements on other areas of the contract. We're the best experts when it comes to the day-to-day of living under the contract. Let's make use of all that new dues income and put a strategy and organization in place to deliver a great freight contract. Plan now for local union proposal meetings this fall. Let's make our voices heard.

CF Boss Praises Hoffa.

Pat Blake, CF President and CEO, says he has the IBT in his corner when it comes to his company's future. "This is not Ron Carey's union," he stated recently. "We went to the Teamsters and told them what we planned. They want us to survive. I won't lie to you and say they welcomed the changes with open arms. But our survival is predicated on improving our efficiency. The union is a lot smarter these days ..." Blake has hired industrial engineering specialists (Advanced Productivity System) previously used by Yellow Transportation to implement a top-to-bottom efficiency program designed to wring as much as \$125 million in costs out of CF's operation.

CDL Requirements to Tighten Up.

One aspect of the USA Patriot Act is the focus on truck drivers. Regulations regarding CDL requirements are still being reviewed, but are bound to be made tougher. The Teamsters Union has pointed out that tightening of requirements should not target experienced drivers, but new entrants. They will also be costlier. The Federal Motor Carrier Safety Administration expects to pass the cost of fingerprinting and increased record keeping on to drivers seeking their CDL Hazmat endorsements. They estimate the cost will be \$25.

Puerto Rico Labor Movement Pays Tribute to Teamster Reform Leaders

In many parts of the world, May 1 is celebrated as International Workers Day. Puerto Rico Local 901 Teamsters marked the occasion this year by honoring three fallen Teamster reform leaders. Two, René Rodríguez and David Mercéd, died in workplace accidents.

The third, TDU member Noel Colón, was murdered on Nov. 15 by an opponent of the union reforms that Colón was implementing as the new Local 901 president. The murder trial is underway. The May Day march was dedicated to Noel Colón to honor his memory and pressure the government to bring his murderer to justice.

by Millie Gonzalez

Local 901, Crowley Liner Services
San Juan, Puerto Rico

What better way to celebrate May 1 than to honor our leaders, compañeros and friends: René Rodríguez, David Mercéd, and Noel Colón, who are no longer with us physically but will always be "Presente!" (Here!) in our struggles and our hearts.

With the planting of three trees and the

freeing of three doves, Crowley workers paid homage to our beloved compañeros. We planted the trees as a symbol of the power and strength that these leaders always showed.

The trees were yellow — the color of "Teamsters for Change" the reform movement that David Mercéd and Noel Colón worked tirelessly to build.

From there, we marched to join up with hundreds of workers from other unions. The May Day march was dedicated to Noel. With torches, signs, and banners the labor movement made our presence felt at the Governor's Mansion.

Luis Valderrama, Local 901 president, read Noel's obituary. Ricardo Santos, president of the Electrical Workers Union made a tribute to Noel Colón and challenged our union to strengthen its democracy so that something like this could never happen again.

With shouts of "Noel Colón Presente!" ("Noel Colón is Here!"), we ended our International Workers Day.



TDU Opening Eyes in Colorado

More than 2,000 Teamster meatpackers in Fort Morgan, Colo. are organizing with TDU. Their successes are not going unnoticed.

In March, more than 200 Excel Teamsters voted overwhelmingly to change the Local 961 bylaws to establish a minimum ratio of workers to stewards and to give members the right to elect their stewards. The mobilization was especially impressive because workers organized a car caravan and drove two hours to Denver to attend the meeting.

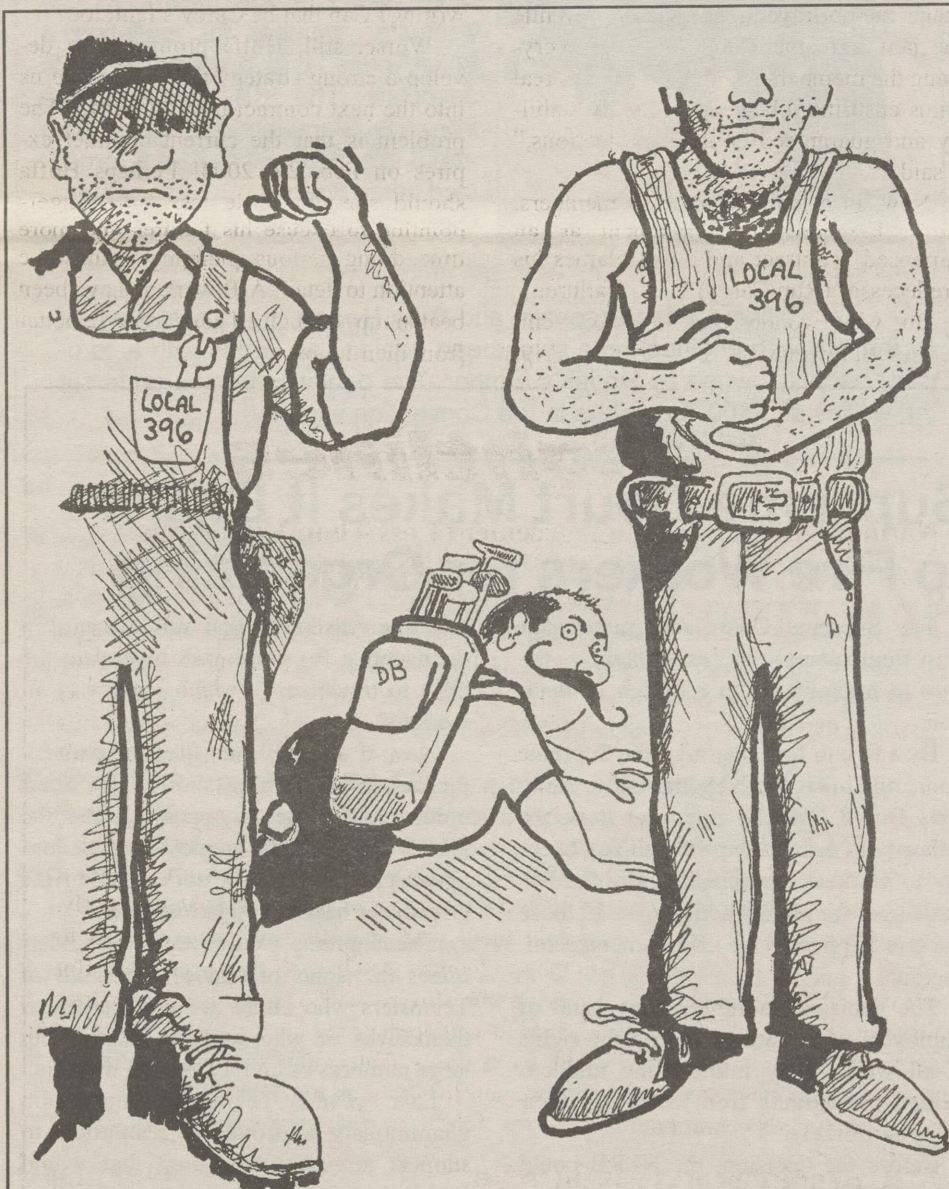
In response, management banned the distribution of TDU flyers from the plant even in non-work areas at non-work times—a blatant violation of the National Labor Relations Act. (Coincidentally, the

management ban came right on the heels of visits to the plant by International representatives sent by the Hoffa administration. Also coincidentally, Local 961 has not filed a grievance or an NLRB charge.)

Excel Teamsters responded to the crackdown by holding their largest TDU meeting yet.

They filed charges with the NLRB and organized delegations to deliver the NLRB complaint to management.

Management, the International and Local 961 officials are worried—and they should be. An election for local officers is scheduled for this fall. That could signal the end of the cozy relationship between Excel and the Teamsters, and a new era of rank-and-file power in Fort Morgan.



WHEN THE GOING GETS TOUGH ... BRUNO GETS GOING. As angry rank and file members of Los Angeles Local 396 filled the hall at their April meeting to demand that their delegates vote against the dues increase and that Secretary-Treasurer Danny Bruno quit firing elected stewards for political reasons, Bruno walked out of his own meeting. Appearing defensive from the very beginning, Bruno first attempted to defend himself and then crept out of the meeting, without telling anyone, leaving the rest of his executive board and staff to take the heat.

New Publication!

Warehouse Workers Daily Log Book

Protection from Production Pressure in Grocery Warehouses

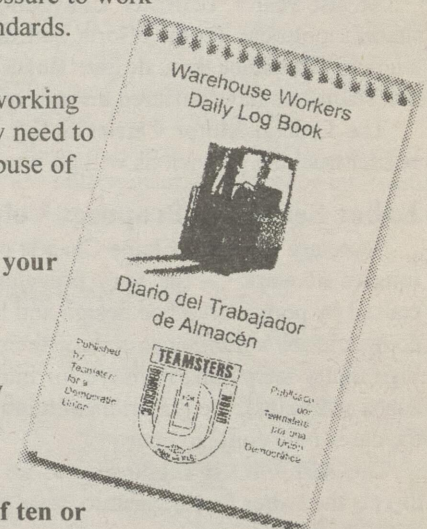
Grocery Teamsters are under tremendous pressure to work faster and meet unreasonable production standards.

Use this log book to keep a daily record of working conditions, and collect the evidence you may need to fight a grievance or to verify management abuse of production standards.

Order one for yourself, or in quantity for your workplace or local.

Spiral bound, pocket size, 108 pages. Each book has enough pages for 26 five-day weeks, with plenty of blank space for notes. Bilingual, English and Spanish.

Price: \$4.00 each; \$3.00 each for orders of ten or more.



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by fax at 313-842-0227.

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Send to TDU, PO Box 10128, Detroit, MI 48210

International Union Files False Financial Report

The International Union's annual financial LM-2 report filed with the U.S. Department of Labor shows that multiple salaries and bloated expenses are on the rise, and also contains a number of erroneous statements. TDU is reviewing the document and will take appropriate action.

The 169-page financial report covering the year 2001 was filed on April 2, 2002. Here are some summary points of interest.

► At least 122 Hoffa appointees and 24 members of the General Executive Board received multiple salaries, a new high.

► The form, which must by law designate those officials who receive multiple salaries, fails to designate at least 16. It is hard to believe this is just incompetence, because included are 11 officials whose multiple salaries were left off for the second year in a row, despite a letter sent last year notifying the Hoffa administration of the omissions. Specifically "forgotten" as multiple-salaried officials are Dane Passo, Billy Hogan, and Mike Bane. All are close associates of James Hoffa who were charged by the IRB. Hogan was given explicit approval by Hoffa to serve as an officer of two locals, in addition to being on the payroll of the International and

Chicago Joint Council 25. Bane was expelled from the union, while Passo and Hogan await a decision from the IRB.

► Compared to 1998, the year before Hoffa took office, disbursements to officers and employees are up almost \$3 million. Salaries paid to Hoffa and other officers are up over 15 percent compared to 1998.

► Hoffa and Keegel continued the practice (which they campaigned against in 1996 and 1998) of accepting over \$20,000 each for travel to their homes, which the IRS considers personal income. They also continue to pay themselves and other officials the employee share of FICA and other taxes.

► In addition to the repeated failure to properly report the affiliation of officials receiving multiple salaries, the LM-2 form has several other inaccuracies. As a result, it is difficult to determine the implications of some of the numbers reported.

► "Professional fees" increased by \$11 million in one year. While much of this was paid to the Election Administrator, no breakdown of this \$20 million category is provided. The International

Union has repeatedly refused to report how many millions have been paid to the corporate law firm of Ed Stier for the apparently-defunct RISE program.

We will report in the future on actions

taken by TDU to bring more accountability to the International Union, and on our analysis of hundreds of LM-2 reports on local unions and other affiliates.

Three That Slipped Hoffa's Mind

For the second consecutive year, financial reports filed by the Hoffa administration "forgot" to list several officials as receiving multiple salaries.

Three officials who receive multiple salaries that slipped Hoffa's mind are Mike Bane, Dane Passo, and Billy Hogan. Coincidentally, all three have been charged with wrongdoing by the Independent Review Board.



Mike Bane (shown here kicking a Teamster member for leafleting a union meeting) is a long-time Hoffa associate. The IRB expelled Bane from the Teamsters for life for lying about his associations with organized crime figures. (See story page 8).

► Dane Passo (center) and Billy Hogan (right) are charged by the IRB with engineering a sweetheart deal in Las Vegas with a company partially owned by Hogan's brother. The deal would have undercut the wages of 1,100 Teamsters in the Convention industry.

Legal Briefs

Teamster Losses on Cross-Border Trucking Continue.

On May 1, the Teamsters filed suit to try to stop the federal government from allowing Mexico-based trucking firms to operate in the United States. It took the 9th Circuit Court of Appeals just two days to reject the lawsuit.

The defeat means that trucking companies based in Mexico are closer than ever to being able to operate in the U.S. without having to meet the same safety and emissions standards as U.S.-based trucking companies.

At last year's Teamster Convention, Hoffa triumphantly announced that the union's political action efforts had delayed the implementation of cross-border trucking. But since then, despite Hoffa's open courting of the Bush Administration, the Teamsters have suffered a series of defeats on the issue.

The Federal Motor Carrier Safety Administration now says NAFTA's cross-border trucking provisions will go into effect this summer.

Labor Secretary Proposes Voluntary Ergonomics Rules.

Secretary of Labor Elaine Chao is proposing that the way to prevent ergonomic injuries at work — the very prevalent back and wrist damage (among others) caused by poor workplace design and high production requirements — is to allow companies to volunteer to reduce their injury rates. Wow. And if companies with high injury rates don't improve (or intimidate employees into not reporting severe aches and pains), the government might sue them, and maybe after five or 10 years the cases may come to court.

The AFL-CIO is supporting as an alternative the Breaux-Specter bill, which directs the Labor Department to issue new (mandatory) rules on ergonomic hazards within two years.

Such rules were well-researched, proposed, and ready to go already, but were sent to an early grave by President Bush and big business lobbyists.

Supreme Court Weakens FMLA Regulations.

The Family Medical Leave Act (FMLA) is supposed to protect workers who need time off for illness, either their own or a family member's. But what if the workers don't know if their leave is covered? Employers are required to notify workers immediately when their leaves are approved under FMLA, but the Supreme Court took the teeth out of this regulation in a March ruling. A Labor Department regulation had said that FMLA time limits didn't start counting until this notification, but the Court removed this penalty.

Supreme Court Makes it Easier to Fire Workers for Organizing

The Supreme Court undermined our most fundamental right as workers — the right to organize — in a March 27 decision.

By a five to four majority, the Supreme Court ruled that the National Labor Relations Board (NLRB) does not have the authority to order companies to pay back-pay to workers who are illegally fired in retaliation for union activity — if those workers happen to be undocumented immigrants.

The decision strengthens the hand of employers who want to violate the rights of all workers by intimidating undocumented immigrants from enforcing their rights as workers.

Before the decision, the NLRB could not order an employer to rehire an undocumented worker — even if the employer had illegally fired the worker in retaliation for organizing. That is because it is against the law for employers to hire undocumented workers.

But the NLRB could order employers to pay back wages to illegally fired work-

ers. The reason for that was to create a disincentive for employers to violate the right to organize — which applies to all workers.

Now if an employer fires an undocumented worker in retaliation for their union activity, the only penalty is that the NLRB can order the employer not to do it again and/or to post a notice saying the employees have the right to organize.

The Supreme Court's decision undermines the rights of tens of thousands of Teamsters who either are undocumented themselves or who work in places with large numbers of undocumented workers.

Last year's Teamster Convention unanimously approved a resolution to support amnesty legislation that would enable undocumented workers to legalize their immigration status. An amnesty would lessen the ability of employers to undermine the right to organize.

This Supreme Court ruling makes it all the more important for our union, and all unions, to work for amnesty and the right of all workers to organize.

Your Rights to Union Documents and Financial Information

Teamsters have important rights to information about union finances, our pension plans, our contracts and bylaws. This article will outline some of these rights.

TDU has fought over the years to expand these rights and win new ones, like the right to majority rule on our contracts. TDU also helps Teamsters to make use of these legal rights.

Your Contract and Supplements

You have a right to a copy of the contract that covers your employment. Normally you just ask your steward or business agent for a copy. If this doesn't work, a letter to your local union requesting the contract, and reminding them of your legal rights, usually works. TDU can provide a sample letter.

You also have a right to any supplements, riders, letters of understanding, or side agreements. Your written request should ask specifically for these as well.

Even if you work under a national con-

tract, it is the local union which must provide you with a copy. Your local union cannot use the excuse, "it's not printed yet." They must provide you with a photocopy of what they have.

You also have the right to examine all the contracts that your local union has on file (not just with your employer), at the union hall.

Constitution and Bylaws

All locals are required to have bylaws which govern their operations, and which detail how stewards are chosen, how officers' salaries are determined, and how members can amend the bylaws.

Members have a right to copies of the International Constitution and their local bylaws. TDU can provide a sample letter to local unions requesting these documents.

An up-to-date IBT Constitution is available on TDU's website,

www.tdu.org.

Financial Records

The IBT and all U.S.-based joint councils, conferences, and locals (unless they represent only public workers) are required to file financial statements by March 31 of each year with the Department of Labor. The report is submitted for most locals on a form called "LM-2."

Copies of these reports are supposed to be available for inspection by members at the local. They are also available through the Labor Department for the cost of copying. TDU gets these each year for many locals; contact us to get the report for your local. We can also help you understand your local's report.

If you see or have reason to believe there are substantial discrepancies in any of these documents, you are entitled to examine the raw materials from which the reports were made. This right is enforceable in federal court.

Benefit Funds

Under a separate law, called ERISA, health and welfare and pension funds must provide financial information to any beneficiaries, so you can evaluate their strength and security. Specifically, plan participants are entitled to a Summary Annual Report of plan finances, as well as a Form 5500, which provides detailed information about plan finances.

You should automatically receive a Summary Annual Report from your pension fund each year. You must request your fund's Form 5500 (full annual report) directly from the fund itself. The fund may charge you a reasonable amount for copying costs.

Your fund has 30 days from the receipt of your written request to send you the information. If you have difficulty obtaining the information, contact your local branch of the Department of Labor. You can be directly connected to your local office by calling the Pension Welfare and Benefits Administration at 866-ASK-PWBA.

Membership Lists

While members ordinarily cannot have copies of or access to the membership list, there are two circumstances in which some access is allowed:

During elections candidates for local union office have the right to review the union's membership list within 30 days of the ballots being mailed or cast. The review is done at the union hall. You do not have a right to a copy of the list.

Candidates in union elections have a right to send mailings to all members or subgroups of the membership (at the campaign's expense). You do not have to wait until you are nominated to do such mailings; they may be done by any declared candidate, even months before



nominations. Mailing labels are generally provided to a mailing house, or are handled by volunteers or union staff.

Canadian Teamsters

Canadian Teamsters have many of the same rights as U.S. members in terms of access to contracts, local union bylaws, and the IBT Constitution. However, Canadian labor law generally does not address the question of members' rights within their union, which makes enforcement difficult. Contact TDU if you're having trouble getting the information you need.

Canadian Teamsters do, however, have the right to independent access to information about their pension funds. The rules vary province by province. For example, Regulation 909 amending the Ontario Pension Benefits Act gives members the right to inspect and copy once per year all documents that support and relate to the pension plan. It's important to check with the appropriate ministry in your province to see what rules apply in your area.

Also, Ontario Teamsters can check www.ontarioinsurance.com for information on their pension and health and welfare funds.

TDU Can Help

Call TDU for help in obtaining or analyzing these documents. Build a TDU presence in your local to help make the local more responsive to the members, and more effective in fighting management. That's the *real* bottom line.

Want to Know How Your Local Is Spending Your Dues Money?

Contact TDU for your local's LM-2 report. Locals are required to file LM-2s in March. The reports become available from the Department of Labor during the summer. Free to members, others please include donation.

Teamster Shorts



Coke Workers Under Attack in Colombia

In one of the most anti-union environments in the world, Coke bottling workers in Colombia have been detained, kidnapped, and murdered by private armies hired by their local employers to break their union. Eight union leaders at Coke have been killed in the last decade. Coke headquarters refuses to take responsibility for reining in the private armies. Despite an IBT-endorsed demonstration outside by dozens of Teamsters and others, shareholders at the recent meeting in New York voted down a proposal to ensure that "its employees are treated fairly and paid a sustainable wage wherever they work in the global economy."

Wooing the President

In case you've been wondering why Hoffa supported President Bush's failed efforts to open the Alaska wilderness to oil drilling, it's not about Teamster jobs. The April 1 edition of the *New Republic* has an excellent article exploring Hoffa's efforts to convince the government to eliminate its oversight (the Independent Review Board) — and some of the indications that the IBT hasn't been doing its own house cleaning. TDU can provide a copy, or go to <http://www.tnr.com/doc.mhtml?i=20020401&s=judis040102>.

Detroit Newspapers Local 372 Organizing Boosts Union Strength

After the five-year battle at the Detroit newspapers came to an end with an IBT settlement in January 2001, Local 372 (distribution workers at the newspapers) wound up with an open-shop contract. Until March, only 40 percent of the bargaining unit of 625 were Teamster members. An organizing drive in March mobilized the stewards and members for recruitment, the local executive board waived the initiation fee, and 122 nonmembers joined, so now nearly 60 percent of the unit are dues-paying Teamsters. Way to go!

Website of the Month

Rank and file Teamsters in Central Pennsylvania have been working hard to fix a broken pension fund. Their site is excellent: www.saveourpension.org.

Quote of the Month

"My friends, it is solidarity of labor we want. We do not want to find fault with each other, but to solidify our forces and say to each other: 'We must be together; our masters are joined together and we must do the same thing.'"

— Mother Jones

Speaking at the convention of the United Mine Workers, Indianapolis, 1902.

If you've got tips on *Shorts*, please send them to us at tdudetroit@tdu.org or mail to PO Box 10128, Detroit, Mich. 48210.

Want to Make a Difference?

JOIN TDU!



"Enough with the lame excuses and empty promises. We are called to take action. In our local, Los Angeles Local 396, we are starting our own slate to run for union office. Join us to put our union in the hands of rank and file members."

Armando Echeverria
Local 396, UPS
Los Angeles

"In my local we are working hard to distribute UPS contract bulletins so that the information we have gets to the members who need it. We know this work will pay off when we need to rally membership support for key contract demands."

"During these contract negotiations TDU has been our most valuable source of reliable information."

Dianne Bolton
Local 174, UPS
Seattle



"In Central Pennsylvania the fight for pension reform is gaining momentum. I am a member of the Central Pennsylvania Teamsters Pension Reform Committee. Made up of both TDU members and nonmembers, we are working hard to educate and inform by holding meetings throughout the Eight Cities. We are putting out information on how the trustees are trying to tear down our union by taking up to 35 percent of younger members' contributions to cover underfunding, rather than going after employers who are already liable. They are telling older members that benefits will have to be reduced, and that going after the employers would put companies out of business."

"Thanks to the help of TDU we are turning the tide, and the truth is getting out there."

John Love
Local 429, Brenntag
Reading, Pa.



"I supported a dues increase, especially with our contract negotiations at UPS this year. But I think members should have been able to vote on it, and I was disappointed to see how Hoffa just rammed his plan through at a closed convention, with no roll call vote."

"Now that the dues increase has passed, I want to see some accountability at both the International and local union levels to make sure that the new money goes to benefit members, not finance more union/company golf tournaments. I know our local's getting an extra \$40,000 a month. Will the members who are paying for this dues increase have a say in how it is spent?"

Rich Craig
Local 25, UPS Feeder driver
Boston



JOIN TDU

TDU MEMBERSHIP APPLICATION

Name _____ Local _____

Address _____

City _____ State _____ Zip _____

Phone (____) _____ Company _____

e-mail address _____

☐ City ☐ Road ☐ Dock ☐ Clerical ☐ Warehouse ☐ Construction ☐ Production

other _____

____ \$35 one-year membership & subscription to *Convoy Dispatch*.

____ \$85 three-year membership fee. (\$10 shall be rebated to the local chapter)

____ \$20 for spouses, and Teamsters who gross less than \$17,000 a year.

____ \$20 for retirees. Retired from Local _____

Check or money order

Mastercard/Visa # _____ Exp. date ____/____

Date _____ Signature _____

Return to: TDU, P.O. Box 10128, Detroit, Mich. 48210

TDU membership is kept confidential. TDU solicits and accepts membership applications and donations only from Teamsters, retired Teamsters and spouses who are not employers. Only funds from Teamster members and their spouses can be used for campaign purposes.